## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## **BIE School:BIE (and below)**

For 1st Quarter 2020 for period ending December 31, 2019

	Comparative Data											
<b>Complaint Activity</b>	Pr	evious	Fiscal Y	Year Da	ıta	2020Th12 21						
	2015	2016	2017	2018	2019	2020Thru12-31						
Number of Complaints Filed	10	14	21	13	15	6						
Number of Complainants	10	14	21	13	15	6						
Repeat Filers	0	0	0	0	0	0						

Complaints by Docis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31
Race	1	3	9	6	3	1
Color	0	0	2	0	1	0
Religion	0	2	2	1	0	0
Reprisal	2	3	11	4	6	4
Sex	6	6	5	6	2	0
PDA	0	0	0	0	0	0

National Origin	1	2	3	1	1	0
Equal Pay Act	0	1	1	0	0	0
Age	3	5	7	4	7	2
Disability	3	2	6	1	3	2
Genetics	0	0	1	0	1	0
Non-EEO	1	0	1	2	0	0
			Com	parativ	ve Data	ı
Complaints by Issue	Pr	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31
Appointment/Hire	1	1	1	2	3	0
Assignment of Duties	0	2	1	0	3	1
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action			-	-	-	
Demotion	0	0	0	0	0	0
Reprimand	0	1	2	2	1	0
Suspension	0	1	2	0	0	0
Removal	0	0	0	1	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	2	0	1	1
Perf. Eval./ Appraisal	0	0	0	2	0	1
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	4	4	7	6	2	0

Sexual	0	0	1	0	1	0
Medical Examination	0	0	1	0	0	0
Pay including overtime	1	1	1	0	0	0
Promotion/Non-Selection	0	1	0	1	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	1	0	1	3	1
Reasonable Accommodation Disability	1	1	2	0	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	1	0	0	0	0
Retirement	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	5	3	7	1	2	3
Terms/Conditions of Employment	0	2	2	1	0	1
Time and Attendance	0	0	2	0	1	0
Training	0	1	1	0	0	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

					Comp	para	ative I	)ata	
<b>Processing Time</b>		]	Previo	ous F	iscal Y	'ear	r Data		2020Thru12-
	201	15	2010	6	2017	2	018	2019	31
Complaints pending during	g fisc	al ye	ear						
Average number of days in investigation	217	.20	248.6	52	189.06	20	02.88	208.92	154.33
Average number of days in final action	23.00		00 56.0		39.75	6	7.08	61.50	23.00
Complaint pending during	fisca	l yea	ar whe	re he	earing v	vas	reques	sted	
Average number of days in investigation	250	.00	146.00						
Average number of days in final action	0		0		27.33		.33	21.00	23.00
Complaint pending during	fisca	l yea	ar whe	re he	earing v	vas	not re	quested	
Average number of days in investigation	168	.00	267.5	50	187.55	21	12.60	178.50	158.50
Average number of days in final action	23.0	00	56.0	0	47.20	9.	4.38	81.75	0
					Co	mp	arativ	e Data	
Complaints Dismissed Agency	by		Pre	vious	s Fiscal	Ι¥ϵ	ear Da	ta	2020Thru12-
8		20	15 2	2016	201	7	2018	2019	31
Total Complaints Dismisse by Agency	ed	2	2	3	3		1	2	0
Average days pending priddismissal	or to	14	144 285.		7 202.	33	130	158	0
Con	plair	its V	Withd	rawı	a by Co	mp	olainai	nts	
Total Complaints Withdra by Complainants	wn	C	)	1	1		0	0	0

	Comparative Data												
<b>Total Final Agency</b>		F	rev	ious	Fis	cal Y	Yea	r Da	ta		20207	Thru12	
Actions Finding Discrimination	20	)15	20	16	20	17	20	18	2	019		31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		2		0		
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	2	100	0	0	
Findings of Discrimination	Comparative Data												
Rendered by Basis		]	Prev	vious	s Fi	scal	Yea	r Da	ıta		2020	Thru12	
Note: Complaints can be	2	2015 2016 2017 2018 2019										31	
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		2		0		
Race	0	0	0	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	1	50	0	0	
Sex	0	0	0	0	0	0	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	2	100	0	0	
Disability	0	0	0	0	0	0	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	

Findings After Hearing	0		0		0		0		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	50	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	2	100	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	1	<u> </u>	1	1		1		1				<u> </u>
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0	0	0
Age	0	"					1	1	1			
Age Disability	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(	Com	par	ative	e Da	ata		
Findings of Discrimination		P	rev	ious	Fis	cal Y	Zea1	r Da	ta		20207	Γhru12-
Rendered by Issue	20	2015		)16	20	)17	20	)18	20	)19		31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	50	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	50	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	50	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Demotion	0	0	0	0	$\mid_0\mid$	0	$ _{0} $	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	50	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of	0	0	0	0	0	0	0	0	0	0	0	0
Employment												
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1			<u> </u>		<u> </u>		<u> </u>			I	<u> </u>
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment											•	
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define		-		-		-		-				
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-
	2015	2016	2017	2018	2019	31
Total complaints from previous Fiscal Years	2	5	5	7	11	23
Total Complainants	2	5	5	6	11	23
Number complaints pending						
Investigation	0	0	1	0	0	4
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	2	5	5	7	10	16
Final Agency Action	0	0	0	0	1	1
Appeal with EEOC Office of Federal Operations	0	0	0	4	2	2
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-
	2015	2016	2017	2018	2019	31
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	2	0	0	0